

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in the Region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
21-CA-241094	05-08-2019

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer McDonald's Restaurants of California, Inc. and McDonald's Corporation		b. Tel. No. (323) 262-1232
d. Address (street, city, state ZIP code) McDonald's Restaurant 950 W. Floral Dr. Monterey Park, CA 91754		c. Cell No.
e. Employer Representative (b) (6), (b) (7)(C)		f. Fax No.
McDonald's Restaurants of California, Inc. 711 Jorie Boulevard Oak Brook, IL 60523		g. e-Mail
McDonald's Corporation One McDonald's Plaza Oak Brook, IL 60523		h. Dispute Location (City and State) Monterey Park, CA
i. Type of Establishment (factory, hotel, etc.) Restaurant	j. Principal Product or Service Fast Food	k. Number of workers at dispute location 15+

I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Within the past six months, the above-named employer has interfered with, coerced, and restrained employees in the exercise of their rights under Section 7 of the Act by, including but not limited to, through its (b) (6), (b) (7)(C) and (b) (6) agents:


- creating the impression that employees' concerted activities are under surveillance;
- threatening employees by telling them that they will be terminated if they engage in concerted activities;
- inviting employees to quit in lieu of engaging in concerted activities;
- threatening that the employer will shut down its operations if employees engage in concerted activities.

Within the past six months, the above-named employer has also discriminated against its employees because employees have engaged in union and other concerted activities by, including but not limited to, through its (b) (6), (b) (7)(C) and (b) (6) agents:

- Retaliating against employees because they have engaged in union and other concerted activities by:
  - requiring that they execute rest break and meal break waivers;
  - decreasing the amount of work hours assigned to (b) (6), (b) (7)(C);
- Imposing more onerous and rigorous working conditions on (b) (6), (b) (7)(C) and attempting to constructively discharge (b) (6), because (b) (6) has exercised (b) (6) right to participate in union and other concerted activities by, including, but not limited to:
  - bullying (b) (6), (b) (7)(C);
  - assigning disfavored, unsafe, and physically-strenuous work assignments to (b) (6), (b) (7)(C) that (b) (6) had not been required to perform before (b) (6) engaged in union and concerted activities, including cleaning the kitchen, preparing food, and working in "the hole" (i.e., the drive-through window);
  - sexually harassing (b) (6), (b) (7)(C);
  - committing multiple batteries against (b) (6), (b) (7)(C) including intentionally (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C).

By these and other acts, the above-named employer has interfered with, coerced, and restrained employees in the exercise of their rights under Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number) SEIU National Fast Food Workers Union (NFFWU)**

4a. Address (street and number, city, state, and ZIP code) 1800 Massachusetts Avenue, NW; 7th Floor Washington, DC 20036		4b. Tel. No. 202-730-7367
		4c. Cell No.
		4d. Fax No.
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union, CTW		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 626-796-7555 x132
By: 	Daniel B. Rojas, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	Print Name and Title	Fax No. 626-577-0124
Address: Rothner, Segall & Greenstone 510 S. Marango Ave. Pasadena, CA 91101	Date: May 8, 2019	e-Mail drojas@rsglabor.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 21  
US Court House, Spring Street  
312 N Spring Street, 10th Floor  
Los Angeles, CA 90012

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (213)894-5200  
Fax: (213)894-2778



Download  
NLRB  
Mobile App

May 9, 2019

SEIU National Fast Food Workers Union (NFFWU)  
1800 Massachusetts Ave NW  
Washington, DC 20036

Re: McDonald's Restaurants of California, Inc. and  
McDonald's Corporation  
Case 21-CA-241094

Dear Sir or Madam:

The charge that you filed in this case on May 08, 2019, has been docketed as case number 21-CA-241094. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney Mathew Sollett whose telephone number is (213)634-6522. If this Board agent is not available, you may contact Supervisory Attorney Stephanie Cahn whose telephone number is (213)634-6501.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

May 9, 2019

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

\*\*\*\*\****SPECIAL NOTICE***\*\*\*\*\*

The National Labor Relations Board is going green!

This Region will be issuing most case-related correspondence, **including dismissal letters, deferral letters, and withdrawal letters**, by email. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address.

Using e-mail will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer.

If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

\*\*\*\*\****SPECIAL NOTICE***\*\*\*\*\*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

May 9, 2019

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'W. B. Cowen', with a long horizontal flourish extending to the right.

William B. Cowen  
Regional Director

Enclosures

cc: Daniel B. Rojas, Attorney at Law  
Rothner, Segall and Greenstone  
510 South Marengo Avenue  
Pasadena, CA 91101

WBC.hta





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 21  
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Download  
NLRB  
Mobile App

May 9, 2019

(b) (6), (b) (7)(C)

McDonald's Restaurant  
950 W. Floral Dr.  
Monterey Park, CA 91754

(b) (6), (b) (7)(C)

McDonald's Restaurants of California, Inc.  
711 Jorie Boulevard  
Oak Brook, IL 60523

McDonald's Corporation  
One McDonald's Plaza  
Oak Brook, IL 60523

Re: McDonald's Restaurants of California, Inc. and  
McDonald's Corporation  
Case 21-CA-241094

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate

May 9, 2019

fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate.** Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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May 9, 2019

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



William B. Cowen  
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

WBC.hta

**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

21-CA-241094

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**

	YES	NO
A. Did you <b>provide services</b> valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value. \$		
B. If you answered no to 9A, did you <b>provide services</b> valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided. \$		
C. If you answered no to 9A and 9B, did you <b>provide services</b> valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$		
D. Did you <b>sell goods</b> valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$		
E. If you answered no to 9D, did you <b>sell goods</b> valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$		
F. Did you <b>purchase and receive goods</b> valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$		
G. Did you <b>purchase and receive goods</b> valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$		
H. <b>Gross Revenues</b> from all sales or performance of services (Check the largest amount) <input type="checkbox"/> \$100,000 <input type="checkbox"/> \$250,000 <input type="checkbox"/> \$500,000 <input type="checkbox"/> \$1,000,000 or more If less than \$100,000, indicate amount.		
I. Did you <b>begin operations within the last 12 months?</b> If yes, specify date: _____		

**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME	TITLE	E-MAIL ADDRESS	TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)	SIGNATURE	E-MAIL ADDRESS	DATE

**PRIVACY ACT STATEMENT**

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**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**MCDONALD'S RESTAURANTS OF  
CALIFORNIA, INC. AND MCDONALD'S  
CORPORATION**

Charged Party

and

**SEIU NATIONAL FAST FOOD WORKERS  
UNION (NFFWU)**

Charging Party

**Case 21-CA-241094**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on May 9, 2019, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

**(b) (6), (b) (7)(C)**

McDonald's Restaurant  
950 W. Floral Dr.  
Monterey Park, CA 91754

**(b) (6), (b) (7)(C)**

McDonald's Restaurants of California, Inc.  
711 Jorie Boulevard  
Oak Brook, IL 60523

McDonald's Corporation  
One McDonald's Plaza  
Oak Brook, IL 60523

**May 9, 2019**

Date

**Helen Alo, Designated Agent of NLRB**

Name

**HELEN ALO**

Digitally signed by HELEN ALO  
Date: 2019.05.09 10:54:22 -07'00'

Signature



**From:** [Daniel Rojas](#)  
**To:** [Sollett, Mathew](#)  
**Cc:** (b) (6), (b) (7)(C) [Dorothy Martinez](#)  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence  
**Date:** May 14, 2019 8:43:38 PM  
**Attachments:** (b) (6), (b) (7)(C) [Paystubs \(b\) \(6\), \(b\) \(7\)\(C\) 2.pdf](#)  
(b) (6), (b) (7)(C) [Paystubs \(b\) \(6\), \(b\) \(7\)\(C\) pdf](#)  
(b) (6), (b) (7)(C) [Paystubs \(b\) \(6\), \(b\) \(7\)\(C\) pdf](#)  
(b) (6), (b) (7)(C) [Paystubs \(b\) \(6\), \(b\) \(7\)\(C\) pdf](#)

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Matthew,

You will find attached (b) (6), (b) (7)(C) recent pay stubs. As you'll notice, (b) (6), (b) (7)(C) went from being assigned about (b) (6), (b) (7)(C) after (b) (6), (b) (7)(C) began engaging in union and concerted activities about (b) (6), (b) (7)(C) 2019. (b) (6), (b) (7)(C) hours were decreased to (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) but the paystubs show that (b) (6), (b) (7)(C) hours have been decreased, by more than that. (b) (6), (b) (7)(C) will testify that the employer has refused to provide (b) (6), (b) (7)(C) any explanation for why they have decreased (b) (6), (b) (7)(C) hours more than (b) (6), (b) (7)(C) has requested.

You will also find below a video of (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) at a rally/strike that took place on March 8, 2019 – International Women's Day. During the speech, the worker, a McDonald's employee, discusses (b) (6), (b) (7)(C) working conditions. The rally appeared on local LA channels 5, 7, and 52.

(b) (6), (b) (7)(C) is (b) (6), (b) (7)(C).

(b) (7)(E)

The Union first reached out to the employees referenced in the charge, including (b) (6), (b) (7)(C) on the following dates:

(b) (6), (b) (7)(C)/19

(b) (6), (b) (7)(C)/17 and then again on (b) (6), (b) (7)(C)/19

(b) (6), (b) (7)(C)/18

(b) (6), (b) (7)(C)/19

I will be providing you more evidence/information in the next few days. If you have any questions, please do not hesitate to contact me. My suggestion: let's schedule a time within the next few days to discuss the case during which I can provide you a broad overview of the relevant facts/theories of the case.

Thanks,  
Daniel

---

**From:** Sollett, Mathew [mailto:Mathew.Sollett@nrlb.gov]

**Sent:** Tuesday, May 14, 2019 2:50 PM

**To:** Daniel Rojas

**Cc:** (b) (6), (b) (7)(C)



**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

I realize it may be difficult to coordinate the witnesses' schedules, but the Region has to conduct a timely investigation.

The Union must present all of its witnesses for affidavits by no later than Friday, May 31, 2019.

Thank you for your cooperation,

Mathew Sollett, Field Attorney  
National Labor Relations Board, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012  
Phone: 213-634-6522  
Fax: 213-894-2778

*My Pronouns: he/him/his*

---

**From:** Daniel Rojas <drojas@rsglabor.com>  
**Sent:** Tuesday, May 14, 2019 10:23 AM  
**To:** Sollett, Mathew <Mathew.Sollett@nlrb.gov>  
**Cc:** (b) (6), (b) (7)(C) @thefightfor15.org>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

I agree (b) (6), (b) (7)(C) would be best. We won't be able to confirm until (b) (6), (b) (7)(C) which is when (b) (6), (b) (7)(C) receives (b) (6), (b) (7)(C) weekly work schedule.

As for other witnesses, I hope to present them the week of (b) (6), (b) (7)(C).

---

**From:** Sollett, Mathew [<mailto:Mathew.Sollett@nlrb.gov>]  
**Sent:** Tuesday, May 14, 2019 9:23 AM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

Hi Daniel,

Yes, I am available on (b) (6), (b) (7)(C) to meet with (b) (6), (b) (7)(C). Since it is hard to tell exactly how long the affidavit will take, I would like to begin the interview in the (b) (6), (b) (7)(C) that day – starting at (b) (6), (b) (7)(C) if that is possible. Please let me know as soon as you can confirm (b) (6), (b) (7)(C) availability on that day and time.

When do you propose to present your other witnesses?

Also, please note my requests below for a position statement outlining the Union's legal and

factual allegations as well as outlines of the witnesses' expected testimony.

Thank you,

Mathew Sollett, Field Attorney  
National Labor Relations Board, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012  
Phone: 213-634-6522  
Fax: 213-894-2778

*My Pronouns: he/him/his*

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>

**Sent:** Monday, May 13, 2019 5:13 PM

**To:** Sollett, Mathew <[Mathew.Sollett@nlrb.gov](mailto:Mathew.Sollett@nlrb.gov)>

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

Matthew,

Can we start by scheduling (b) (6), (b) (7)(C) affidavit? (b) (6), (b) (7)(C) schedule varies from week to week, and (b) (6), (b) (7)(C) will be able to confirm this (b) (6), (b) (7)(C) (the day (b) (6), (b) (7)(C) gets (b) (6), (b) (7)(C) schedule), but we are currently thinking that the best day for (b) (6), (b) (7)(C) to testify would be (b) (6), (b) (7)(C), 2019. Are you available on that date?

Thank you,  
Daniel

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**From:** Sollett, Mathew [<mailto:Mathew.Sollett@nlrb.gov>]

**Sent:** Thursday, May 09, 2019 4:10 PM

**To:** Daniel Rojas

**Subject:** NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

Hello Mr. Riojas,

I am the Board Agent assigned to investigate the charge you recently filed against McDonald's Restaurant; McDonald's Restaurants of California, Inc.; and McDonald's Corporation.

In order to assist me in the investigation, I request several pieces of information from you:

- Please submit contact information, including telephone numbers, for the four alleged discriminatees identified in the charge – (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Please also identify and provide contact information for any additional witnesses you intend to present for affidavits. Along with each witnesses' contact information, please provide me a brief outline of their expected testimony. Please

submit this information to me by 5:00pm on May 13, 2019.

- Please submit a position statement, which cites to controlling Board law, outlining the Union's legal and factual allegations. If you allege the Charged Parties employ the employees in question as joint employers, please address that allegation in your position statement. Please submit this position statement to me by 5:00pm on May 15, 2019.

Please let me know if you have any questions about these requests.

Thank you very much,

Mathew Sollett, Field Attorney  
National Labor Relations Board, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012  
Phone: 213-634-6522  
Fax: 213-894-2778

*My Pronouns: he/him/his*



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
REGULAR PAY

RATE

HOURS

AMOUNT

HOURS

AMOUNT

----- THIS PERIOD -----

----- YEAR-TO-DATE -----

GROSS PAY

(b) (6), (b) (7)(C)

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

(b) (6), (b) (7)(C)

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS



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FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
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QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

REGULAR PAY  
CALIFORNIA PAID SICK LEAVE  
OVERTIME PAY 50% PREM  
VACATION ANNUAL PAYOUT

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

**NET PAY**

**FEDERAL TAXABLE WAGES**

Contact your manager to correct your name, address or SSN  
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(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
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(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

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PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

RATE

HOURS

----- THIS PERIOD -----

AMOUNT

----- YEAR-TO-DATE -----

HOURS

AMOUNT

(b) (6), (b) (7)(C)

CALIFORNIA PAID SICK LEAVE

REGULAR PAY

OVERTIME PAY 50% PREM

VACATION ANNUAL PAYOUT

GROSS PAY

(b) (6), (b) (7)(C)

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**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

(b) (6), (b) (7)(C)

NET PAY

FEDERAL TAXABLE WAGES

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(b) (6), (b) (7)(C)

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PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

VACATION ANNUAL PAYOUT

(b) (6), (b) (7)(C)

OVERTIME PAY 50% PREM

REGULAR PAY

GROSS PAY

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**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

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NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)

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**EARNINGS**

(b) (6), (b) (7)(C)

OVERTIME PAY 50% PREM  
REGULAR PAY

RATE

HOURS

AMOUNT

HOURS

AMOUNT

---- THIS PERIOD ----

----- YEAR-TO-DATE ----

(b) (6), (b) (7)(C)

GROSS PAY

**TOTAL HOURS WORKED THIS PAY PERIOD:**

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**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
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EE-PD SOCIAL SECURITY

(b) (6), (b) (7)(C)

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FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

RATE

----- THIS PERIOD -----

HOURS

AMOUNT

----- YEAR-TO-DATE -----

HOURS

AMOUNT

(b) (6), (b) (7)(C)

REGULAR PAY

OVERTIME PAY 50% PR5M

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

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EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

OVERTIME PAY 50% PREM  
REGULAR PAY

RATE

HOURS

AMOUNT

HOURS

AMOUNT

(b) (6), (b) (7)(C)

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

(b) (6), (b) (7)(C)

**NET PAY**

**FEDERAL TAXABLE WAGES**

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MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
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(b) (6), (b) (7)(C)

CHECK NO:  
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STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
MISSED PAY PERIOD  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
OVERTIME PAY 50% PREM  
(b) (6), (b) (7)(C)  
MQI TRUE-UP  
VACATION ANNUAL PAYOUT

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

**NET PAY**

FEDERAL TAXABLE WAGES

----- THIS PERIOD ----- YEAR-TO-DATE -----  
RATE HOURS AMOUNT HOURS AMOUNT

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MAR  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
CNTY/CITY/STATE PAID SICK LV  
REGULAR PAY  
(b) (6), (b) (7)(C)  
MQI TRUE-UP

RATE

HOURS

----- THIS PERIOD -----

----- YEAR-TO-DATE -----

AMOUNT

HOURS

AMOUNT

(b) (6), (b) (7)(C)

GROSS PAY

**TOTAL HOURS WORKED THIS PAY PERIOD:**

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**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)





MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
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STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

RATE

HOURS

---- THIS PERIOD ----

AMOUNT

----- YEAR-TO-DATE -----

HOURS

AMOUNT

REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV

GROSS PAY

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**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

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FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

EARNINGS	RATE	---- THIS PERIOD ----		----- YEAR-TO-DATE -----	
		HOURS	AMOUNT	HOURS	AMOUNT
OVERTIME PAY 50% PREM		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
REGULAR PAY		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
CNTY/CITY/STATE PAID SICK LV		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

GROSS PAY  
TOTAL HOURS WORKED THIS PAY PERIOD:

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**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

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MCDONALD'S OF MONTRY PK-FLORAL  
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(b) (6), (b) (7)(C)

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EXEMPTIONS:  
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STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE:

(b) (6), (b) (7)(C)

HOURS

**EARNINGS**

RATE

----- THIS PERIOD -----  
HOURS AMOUNT

----- YEAR-TO-DATE -----  
HOURS AMOUNT

REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
OVERTIME PAY 50% PREM

GROSS PAY

(b) (6), (b) (7)(C)

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**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

(b) (6), (b) (7)(C)

FEDERAL TAXABLE WAGES

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(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

**RATE**

**HOURS**

**AMOUNT**

**HOURS**

**AMOUNT**

REGULAR PAY  
REGULAR PAY

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

**NET PAY**

**FEDERAL TAXABLE WAGES**

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

RATE

HOURS

AMOUNT

HOURS

AMOUNT

OVERTIME PAY 50% PREM  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
(b) (6), (b) (7)(C)  
MQ1 TRUE-UP

(b) (6), (b) (7)(C)

GROS

TOTAL HOURS WORKED THIS PAY PERIOD

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

RATE

HOURS

AMOUNT

----- YEAR-TO-DATE -----  
HOURS AMOUNT

OVERTIME PAY 50% PREM

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

(b) (6), (b) (7)(C)

MQI TRUE-UP

**GROSS PAY**

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

**NET PAY**

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or S  
Contacte a su gerente para corregir su nombre, direccion o #SS

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)





MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 0097  
FED TAX #/E  
FED TAX MAR  
EXEMPTIONS:  
FEDERAL:  
STATE(CA)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE:

(b) (6), (b) (7)(C)

**EARNINGS**

(b) (6), (b) (7)(C)

OVERTIME PAY 50% PREM

OVERTIME PAY 50% PREM

REGULAR PAY

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is one-half. Any overtime hours worked during the pay period are included in your regular pay at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

**NET PAY**

**FEDERAL TAXABLE WAGES**

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS

THIS PERIOD ----- YEAR-TO-DATE ----  
RATE HOURS AMOUNT HOURS AMOUNT  
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EID  
FED TAX MART  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
CNTY/CITY/STATE PAID SICK LV  
REGULAR PAY  
OVERTIME PAY 50% PREM  
(b) (6), (b) (7)(C)  
MQ1 TRUE-UP  
VACATION ANNUAL PAYOUT

RATE

HOURS

AMOUNT

----- YEAR-TO-DATE -----  
HOURS AMOUNT

(b) (6), (b) (7)(C)

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

**NET PAY**

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

VACATION ANNUAL PAYOUT

(b) (6), (b) (7)(C)

CNTY/CITY/STATE PAID SICK LV

OVERTIME PAY 50% PREM

(b) (6), (b) (7)(C)

MQI TRUE-UP

REGULAR PAY

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

**NET PAY**

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)

1st check after night shift



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EID:  
FED TAX MARITIME:  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

OVERTIME PAY 50% PREM

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

(b) (6), (b) (7)(C)

MQI TRUE-UP

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

**NET PAY**

**FEDERAL TAXABLE WAGES**

----- THIS PERIOD -----		----- YEAR-TO-DATE -----	
RATE	HOURS	AMOUNT	AMOUNT
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN:  
FED TAX MARITIME:  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
OVERTIME PAY 50% PREM  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
(b) (6), (b) (7)(C)  
MQI TRUE-UP

----- THIS PERIOD ----- YEAR-TO-DATE -----  
RATE HOURS AMOUNT HOURS AMOUNT

(b) (6), (b) (7)(C)

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is 150% of your regular rate of pay. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

(b) (6), (b) (7)(C)

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

**NET PAY**

FEDERAL TAXABLE WAGES



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

OVERTIME PAY 50% PREM

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

**NET PAY**

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
OVERTIME PAY 50% PREM

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

**NET PAY**

**FEDERAL TAXABLE WAGES**

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS





MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE:

(b) (6), (b) (7)(C)

HOURS

EARNINGS

RATE

----- THIS PERIOD -----

AMOUNT

----- YEAR-TO-DATE -----

HOURS

AMOUNT

(b) (6), (b) (7)(C)

UNIT/CITY/STATE PAID SICK LV

OVERTIME PAY 50% PREM

REGULAR PAY

(b) (6), (b) (7)(C)

MQ1 TRUE-UP

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

PRE-TAX DEDUCTIONS

401(k) - REGULAR PAY

401(k) - REGULAR PAY

STATUTORY DEDUCTIONS

STATE OF CALIFORNIA

STATE OF CALIFORNIA

CALIFORNIA SDI

CALIFORNIA SDI

U.S. GOVERNMENT W/H

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203



(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

OVERTIME PAY 50% PREM

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

(b) (6), (b) (7)(C)

MQI TRUE-UP

RATE

HOURS

AMOUNT

----- YEAR-TO-DATE -----  
HOURS AMOUNT

(b) (6), (b) (7)(C)

**GROSS PAY**

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is

one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(K) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

**NET PAY**

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
OVERTIME PAY 50% PREM  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
(b) (6), (b) (7)(C)  
MQI TRUE-UP

**GROSS P**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

**NET PAY**

**FEDERAL TAXABLE WAGES**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203



(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

OVERTIME PAY 50% PREM

REGULAR PAY

CNTY/CITY/STATE PAID SICK L.V.

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

63.66

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO: 16841222  
PAY PERIOD: (b) (6), (b) (7)(C)  
PAY DATE: (b) (6), (b) (7)(C)  
EMPLOYEE #: (b) (6), (b) (7)(C)  
STORE: 00971  
FED TAX #/EIN: (b) (6), (b) (7)(C)  
FED TAX MARIT: (b) (6), (b) (7)(C)  
EXEMPTIONS: (b) (6), (b) (7)(C)  
FEDERAL: (b) (6), (b) (7)(C)  
STATE(CA): (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC. 711 JORIE BOULEVARD, OAK BROOK, IL 60523  
QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

EARNINGS	RATE	---- THIS PERIOD ----		----- YEAR-TO-DATE -----	
		HOURS	AMOUNT	HOURS	AMOUNT
(b) (6), (b) (7)(C)					
MOI TRUE-UP					
(b) (6), (b) (7)(C)					
REGULAR PAY					
GROSS PAY					

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

PRE-TAX DEDUCTIONS

401(k) - REGULAR PAY

STATUTORY DEDUCTIONS

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
REGULAR PAY  
REGULAR PAY

RATE

HOURS

AMOUNT

----- YEAR-TO-DATE -----  
HOURS AMOUNT

GROSS PAY

(b) (6), (b) (7)(C)

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)

Contact your manager to correct your name, address or SSN  
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MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
(b) (6), (b) (7)(C)  
MQI TRUE-UP

RATE

HOURS

AMOUNT

----- YEAR-TO-DATE -----  
HOURS AMOUNT

(b) (6), (b) (7)(C)

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

**NET PAY**

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)





MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
(b) (6), (b) (7)(C)  
MQI TRUE-UP

RATE

HOURS

----- THIS PERIOD -----

AMOUNT

----- YEAR-TO-DATE -----

HOURS

AMOUNT

(b) (6), (b) (7)(C)

**GROSS PAY**

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**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

**NET PAY**

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203



(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

EARNINGS	RATE	HOURS	THIS PERIOD	AMOUNT	YEAR-TO-DATE	HOURS	AMOUNT
REGULAR PAY							
CNTY/CITY/STATE PAID SICK LV							
(b) (6), (b) (7)(C)							
MQI TRUE-UP							

(b) (6), (b) (7)(C)

GROSS PAY  
TOTAL HOURS WORKED THIS PAY PERIOD:

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**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
(b) (6), (b) (7)(C)  
MQI TRUE-UP

RATE

HOURS

THIS PERIOD

AMOUNT

YEAR-TO-DATE

HOURS

AMOUNT

(b) (6), (b) (7)(C)

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is one-half. Any overtime hours worked during the pay period are included in your REGULAR PAY at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

**NET PAY**

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

REGULAR PAY

(b) (6), (b) (7)(C)

MQI TRUE-UP

RATE

HOURS

AMOUNT

HOURS

AMOUNT

--- THIS PERIOD ---

--- YEAR-TO-DATE ---

(b) (6), (b) (7)(C)

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

**NET PAY**

**FEDERAL TAXABLE WAGES**

(b) (6), (b) (7)(C)

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

REGULAR PAY

OVERTIME PAY 50% PRGM

**GROSS PAY**

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is

one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

**NET PAY**

**FEDERAL TAXABLE WAGES**

Contact your manager to correct your name, address or SSN

Contacte a su gerente para corregir su nombre, direccion o #SS

ER Ex A



MCDONALD'S OF MONTEREY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE:

(b) (6), (b) (7)(C)

HOURS

EARNINGS

RATE

HOURS

----- THIS PERIOD -----

AMOUNT

----- YEAR-TO-DATE -----

HOURS

AMOUNT

(b) (6), (b) (7)(C)

OVERTIME PAY 50% PREM  
REGULAR PAY

(b) (6), (b) (7)(C)

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

STATUTORY DEDUCTIONS

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

(b) (6), (b) (7)(C)

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

OVERTIME PAY 50% PREM  
REGULAR PAY

RATE

----- THIS PERIOD -----  
HOURS AMOUNT HOURS AMOUNT

(b) (6), (b) (7)(C)

GROSS PA

TOTAL HOURS WORKED THIS PAY PERIOD:

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**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

(b) (6), (b) (7)(C)

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
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MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
CALIFORNIA PAID SICK LEAVE  
REGULAR PAY  
OVERTIME PAY 50% PREM  
VACATION ANNUAL PAYOUT

RATE

----- THIS PERIOD -----

HOURS

AMOUNT

----- YEAR-TO-DATE -----

HOURS

AMOUNT

(b) (6), (b) (7)(C)

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is one-half. Any overtime hours worked during the pay period are included in your REGULAR PAY at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

(b) (6), (b) (7)(C)

**NET PAY**

**FEDERAL TAXABLE WAGES**

Contact your manager to correct your name, address or  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

VACATION ANNUAL PAYOUT

(b) (6), (b) (7)(C)

OVERTIME PAY 50% PREM

REGULAR PAY

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

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**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
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MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
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FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE:

(b) (6), (b) (7)(C)

HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

REGULAR PAY

CALIFORNIA PAID SICK LEAVE

OVERTIME PAY 50% PREM

VACATION ANNUAL PAYOUT

GROSS PAY

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**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

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Contacte a su gerente para corregir su nombre, direccion o #SS

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

REGULAR PAY

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

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**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SSN

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
REGULAR PAY  
REGULAR PAY

RATE

----- THIS PERIOD -----

HOURS

AMOUNT

----- YEAR-TO-DATE -----

HOURS

AMOUNT

(b) (6), (b) (7)(C)

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

(b) (6), (b) (7)(C)

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS.



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 0097  
FED TAX #/E  
FED TAX MAR  
EXEMPTIONS:  
FEDERAL:  
STATE(CA)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
2111 MCDONALDS DRIVE, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
OVERTIME PAY 50% PREM  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV

GROSS PAY

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is one-half. Any overtime hours worked during the pay period are included in your gross pay at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item.

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
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MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

OVERTIME PAY 50% PREM

REGULAR PAY

CNTY/CITY/STATE PAID SICK L.V

GROSS PA

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime one-half. Any overtime hours worked during the pay period are included in your calculation of the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

**NET PAY**

**FEDERAL TAXABLE WAGES**

Contact your manager to correct your name, address or SSN  
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MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
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STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

OVERTIME PAY 50% PREM

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

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MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
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(b) (6), (b) (7)(C)

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STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

OVERTIME PAY 50% PREM

GROSS PAY

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**STATUTORY DEDUCTIONS**

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

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950 W FLORAL DR  
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(b) (6), (b) (7)(C)

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STORE: 00971  
FED TAX #/EIN  
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EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
OVERTIME PAY 50% PREM

GROSS PAY

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
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MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

OVERTIME PAY 50% PREM

OVERTIME PAY 50% PREM

REGULAR PAY

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

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**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 0097  
FED TAX #/EI  
FED TAX MAR  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

OVERTIME PAY 50% PREM

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

(b) (6), (b) (7)(C)

MOI TRUE-UP

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
OVERTIME PAY 50% PREM  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
(b) (6), (b) (7)(C)  
MQI TRUE-UP

RATE

----- THIS PERIOD -----  
HOURS

AMOUNT

----- YEAR-TO-DATE -----  
HOURS

AMOUNT

(b) (6), (b) (7)(C)

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY.

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

**NET PAY**

**FEDERAL TAXABLE WAGES**

(b) (6), (b) (7)(C)





MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

EARNINGS RATE HOURS AMOUNT YEAR-TO-DATE HOURS AMOUNT

(b) (6), (b) (7)(C)  
UNIT/CITY/STATE PAID SICK LV  
OVERTIME PAY 50% PREM  
REGULAR PAY  
(b) (6), (b) (7)(C)  
MUI TRUE-UP

(b) (6), (b) (7)(C)

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is one-half. Any overtime hours worked during the pay period are included in your regular pay at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

PRE-TAX DEDUCTIONS

401(k) - REGULAR PAY  
401(k) - REGULAR PAY

STATUTORY DEDUCTIONS

STATE OF CALIFORNIA  
STATE OF CALIFORNIA  
CALIFORNIA SDI  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES  
FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
OVERTIME PAY 50% PREM  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
(b) (6), (b) (7)(C)  
MQ1 TRUE-UP

RATE

----- THIS PERIOD -----

HOURS

AMOUNT

----- YEAR-TO-DATE -----

HOURS

AMOUNT

(b) (6), (b) (7)(C)

**GROSS PAY**

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

**NET PAY**

**FEDERAL TAXABLE WAGES**

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
OVERTIME PAY 50% PREM  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
(b) (6), (b) (7)(C)  
MQI TRUE-UP

RATE

HOURS

AMOUNT

----- YEAR-TO-DATE -----

HOURS

AMOUNT

(b) (6), (b) (7)(C)

GROSS PAY

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is one-half. Any overtime hours worked during the pay period are included in your total hours worked. 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTEREY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 0097  
FED TAX #/E  
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EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
OVERTIME PAY 50% PREM  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
(b) (6), (b) (7)(C)  
MOI TRUE-UP

RATE

HOURS

AMOUNT

----- YEAR-TO-DATE -----  
HOURS AMOUNT

(b) (6), (b) (7)(C)

**GROSS PAY**

TOTAL HOURS WORKED THIS PAY PERIOD:

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**PRE-TAX DEDUCTIONS**

401(K) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



McDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
OVERTIME PAY 50% PREM  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
(b) (6), (b) (7)(C)  
MOI TRUE-UP

GROSS P

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

EARNINGS	RATE	HOURS	AMOUNT	HOURS	AMOUNT
VACATION ANNUAL PAYOUT					
(b) (6), (b) (7)(C)					
CNTY/CITY/STATE PAID SICK LV					
OVERTIME PAY 50% PREM					
(b) (6), (b) (7)(C)					
MOI TRUE-UP					
REGULAR PAY					

GROSS P

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN:  
FED TAX MARIT:  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC. . . QUESTIONS? CALL 1-877-623-1955  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
CNTY/CITY/STATE PAID SICK LV  
REGULAR PAY  
OVERTIME PAY 50% PREM  
(b) (6), (b) (7)(C)  
MQI TRUE-UP  
VACATION ANNUAL PAYOUT

RATE

HOURS

----- THIS PERIOD -----

AMOUNT

----- YEAR-TO-DATE -----

HOURS

AMOUNT

(b) (6), (b) (7)(C)

GROSS PAY

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)





MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO: 1  
PAY PERIOD: 1  
PAY DATE: 1  
EMPLOYEE #: C  
STORE: 00971  
FED TAX #/EIN:  
FED TAX MARITA  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
MISSED PAY PERIOD  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
OVERTIME PAY 50% PREM  
(b) (6), (b) (7)(C)  
MQI TRUE-UP  
VACATION ANNUAL PAYOUT

RATE

HOURS

AMOUNT

----- YEAR-TO-DATE -----  
HOURS AMOUNT

(b) (6), (b) (7)(C)

**GROSS PAY**

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

EARNINGS	RATE	HOURS	AMOUNT	HOURS	AMOUNT
(b) (6), (b) (7)(C)					
REGULAR PAY					
REGULAR PAY					

GROSS PAY

(b) (6), (b) (7)(C)

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTEREY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

EARNINGS	RATE	HOURS	AMOUNT	HOURS	AMOUNT
(b) (6), (b) (7)(C)					
REGULAR PAY					
(b) (6), (b) (7)(C)					
MOI TRUE-UP					
GROSS PAY					

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or SSN  
Contacte a su gerente para corregir su nombre, direccion o #SS

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
CNTY/CITY/STATE PAID SICK LV  
REGULAR PAY  
(b) (6), (b) (7)(C)  
MQI TRUE-UP

RATE

HOURS

AMOUNT

HOURS

AMOUNT

----- THIS PERIOD -----

----- YEAR-TO-DATE -----

(b) (6), (b) (7)(C)

GROSS PAY

**TOTAL HOURS WORKED THIS PAY PERIOD:**

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MARI  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: 24.00 HOURS

EARNINGS	RATE	----- THIS PERIOD -----	----- YEAR-TO-DATE -----		
		HOURS	AMOUNT	HOURS	AMOUNT

(b) (6), (b) (7)(C)

MOI TRUE-UP

(b) (6), (b) (7)(C)

REGULAR PAY

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

Contact your manager to correct your name, address or  
Contacte a su gerente para corregir su nombre, direccion o #SS



MCDONALD'S OF MONTEREY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC. QUESTIONS? CALL 1-877-623-1955  
711 JORIE BOULEVARD OAK BROOK, IL 60523

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)  
REGULAR PAY  
CNTY/CITY/STATE PAID SICK LV  
(b) (6), (b) (7)(C)  
MOI TRUE-UP

RATE

HOURS

THIS PERIOD YEAR-TO-DATE  
AMOUNT HOURS AMOUNT

(b) (6), (b) (7)(C)

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA  
CALIFORNIA SDI  
U.S. GOVERNMENT W/H  
EE-PD MEDICARE  
EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EIN  
FED TAX MARIT  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

(b) (6), (b) (7)(C)

MOI TRUE-UP

GROSS PA

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)





MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 0097  
FED TAX #/EI  
FED TAX MAR  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD, OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

(b) (6), (b) (7)(C)

MQI TRUE-UP

RATE

HOURS

--- THIS PERIOD ---

AMOUNT

--- YEAR-TO-DATE ---

HOURS

AMOUNT

(b) (6), (b) (7)(C)

**GROSS PAY**

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)



MCDONALD'S OF MONTRY PK-FLORAL  
950 W FLORAL DR  
MONTEREY PARK, CA 91754-6203

(b) (6), (b) (7)(C)

CHECK NO:  
PAY PERIOD:  
PAY DATE:  
EMPLOYEE #:  
STORE: 00971  
FED TAX #/EI  
FED TAX MAR  
EXEMPTIONS:  
FEDERAL:  
STATE(CA):

(b) (6), (b) (7)(C)

EMPLOYER: MCDONALD'S RESTAURANTS OF CALIFORNIA INC.  
711 JORIE BOULEVARD OAK BROOK, IL 60523

QUESTIONS? CALL 1-877-623-1955

PAID SICK LEAVE BALANCE AVAILABLE: (b) (6), (b) (7)(C) HOURS

**EARNINGS**

(b) (6), (b) (7)(C)

REGULAR PAY

CNTY/CITY/STATE PAID SICK LV

(b) (6), (b) (7)(C)

MOI TRUE-UP

RATE

----- THIS PERIOD -----

HOURS

AMOUNT

----- YEAR-TO-DATE -----

HOURS

AMOUNT

(b) (6), (b) (7)(C)

GROSS PAY

TOTAL HOURS WORKED THIS PAY PERIOD:

PLEASE READ: Your effective overtime rate is equal to your regular pay rate multiplied by one and one-half. Any overtime hours worked during the pay period are included in your "REGULAR PAY" at the 100% base rate, and 50% premium for overtime is listed separately and multiplied by the total overtime hours worked during the pay period. For total hours worked during the pay period, including all regular and overtime hours, please refer to the line item "TOTAL HOURS WORKED THIS PAY PERIOD."

**PRE-TAX DEDUCTIONS**

401(k) - REGULAR PAY

**STATUTORY DEDUCTIONS**

STATE OF CALIFORNIA

CALIFORNIA SDI

U.S. GOVERNMENT W/H

EE-PD MEDICARE

EE-PD SOCIAL SECURITY

NET PAY

FEDERAL TAXABLE WAGES

(b) (6), (b) (7)(C)

NATIONAL LABOR RELATIONS BOARD  
NOTICE OF APPEARANCE

**MCDONALD'S RESTAURANTS OF  
CALIFORNIA, INC. AND MCDONALD'S  
CORPORATION**

Charged Party

and

**SEIU NATIONAL FAST FOOD WORKERS  
UNION (NFFWU)**

Charging Party

Case 21-CA-241094

TO: (Check One Box Only)<sup>1</sup>



REGIONAL DIRECTOR  
NLRB, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012



EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS  
BOARD  
Washington, DC 20570



GENERAL COUNSEL  
NATIONAL LABOR RELATIONS  
BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_

SEIU National Fast Food Workers Union (NFFWU)

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:




REPRESENTATIVE IS AN ATTORNEY



IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SECTIONS 102.14 AND 102.113 OF THE BOARD'S RULES AND REGULATIONS.

(REPRESENTATIVE INFORMATION)

NAME: Daniel B. Rojas Rothner, Segall & Greenstone  
MAILING ADDRESS: 510 South Marengo Avenue, Pasadena, CA 91101-3115  
E-MAIL ADDRESS: drojas@rsglabor.com  
OFFICE TELEPHONE NUMBER: (626) 796-7555  
CELL PHONE NUMBER: FAX: (626) 577-0124  
SIGNATURE:  (Please sign in ink.)  
DATE: May 22, 2019

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE

**From:** [Daniel Rojas](#)  
**To:** [Pereda, Elvira](#)  
**Cc:** [Dorothy Martinez](#)  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling  
**Date:** Wednesday, June 5, 2019 3:22:25 PM

---

Hi Elvira,

I am writing to request withdrawal of this charge, 21-CA-241094. We will refile late next week. I will be in touch about presenting a witness on the 21<sup>st</sup>.

Thanks,  
Daniel

---

**From:** Pereda, Elvira [mailto:[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)]  
**Sent:** Wednesday, June 05, 2019 11:05 AM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Daniel,

Let me know if you want to talk today. I'm available now until 2:30pm. I need to know whether the Union will w/d and refile. If so, I need for the Union to w/d the case by this week. Otherwise, we will move forward with the investigation based on the evidence that the Union has presented thus far.

Thanks,  
Elvira

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Tuesday, June 4, 2019 10:32 AM  
**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Sounds good. Thank you!

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Tuesday, June 04, 2019 10:31 AM  
**To:** Daniel Rojas  
**Subject:** Re: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Daniel, I'm out of the office today. Let's touch base tomorrow morning. I'm available June 19 but not 21.

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---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>

**Sent:** Tuesday, June 4, 2019 10:22:11 AM

**To:** Pereda, Elvira

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Hi Elvira,

Taking into consideration your input, the Union doesn't feel it's necessary to present (b) (6), (b) (7) or (b) (6), (b) (7)(C) as witnesses at this time. (b) (6), (b) (7)(C) and their attorney, Minouche Kandel, are not free to provide an affidavit until (b) (6), (b) (7)(C). Are you or anyone else at the Region available on those dates? (b) (6), (b) (7) is a (b) (6), (b) (7)(C) but (b) (6), (b) (7)(C) is (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C).

Also, when you have a chance, can you give me a call? I'd like to discuss timing of refiling of charge to make your life/the Region's life easier.

Last, an employee named (b) (6), (b) (7) will also be testifying. I will update you regarding (b) (6), (b) (7) availability as soon as I am able.

Thanks,

Daniel

626-796-7555 x132

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]

**Sent:** Monday, June 03, 2019 12:37 PM

**To:** Daniel Rojas

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

If (b) (6), (b) (7) were to testify as to meetings/conversations that (b) (6) had with the Employer where the discriminatees' union activity/pca was discussed, then I would want to talk to (b) (6), (b) (7). So I'll leave it up to you.

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>

**Sent:** Monday, June 3, 2019 11:23 AM

**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Do you need (b) (6), (b) (7)(C) testimony? I was only presenting (b) (6), (b) (7)(C) bc Matt told me he usually wants (b) (6), (b) (7)(C) to testify in discrimination cases. We're comfortable with not presenting (b) (6), (b) (7)(C) if you don't think it's necessary. I think the Union activity/PCA is extensive and not in question. Let me know. That way we can prioritize employee testimony.

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]

**Sent:** Monday, June 03, 2019 11:17 AM

**To:** Daniel Rojas

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

At this point, given where we are, it be best to w/d and refile, especially if you want to include new allegations. The RD will not accept an amendment at this point.

Also, can you give me a summary as to what (b) (6), (b) (7)(C) will testify to? It is no usual for me to take an affidavit from this type of case where it is not a 10(j), bargaining case, or 8(a)(5) case.

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Monday, June 3, 2019 11:13 AM  
**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

(b) (6), (b) (7)(C) will be there (b) (6), (b) (7)(C). I need to confirm with Union that withdrawing and refiling is okay (I will suggest we do so), but here's a possible alternative: can we extend timelines if I file amended charge? I want to add some 8(a)(4) allegations based on recent developments and comments by (b) (6), (b) (7)(C) and add 8(a)(3) allegations regarding breaks as well. These allegations will be supported by testimony of other employees.

Let me know. If not, I'll do my best to withdraw and refile by Wednesday.

Thanks,  
Daniel

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Monday, June 03, 2019 9:40 AM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Thanks Daniel. It was a pleasure meeting you too. Let me know if the Union is still planning on withdrawing and refiling the current charge. Also, let me know whether (b) (6), (b) (7)(C) is still coming in on (b) (6), (b) (7)(C) for an affidavit.

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Friday, May 31, 2019 5:27 PM  
**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>  
**Cc:** Dorothy Martinez <[dmartinez@RSGLABOR.COM](mailto:dmartinez@RSGLABOR.COM)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Elvira, it was a pleasure meeting you yesterday. You'll find attached a photo of the meal/rest breaks waiver (b) (6), (b) (7)(C) referenced during (b) (6), (b) (7)(C) testimony.

I'll work on getting the video and sign in sheets through a physical flash drive next week.



If you have any questions, please don't hesitate to let me know. Hope you have a great weekend.

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Wednesday, May 29, 2019 2:17 PM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

I'm not available (b) (6), (b) (7)(C). Again, let me know when the witnesses are available and I will if the Region can get another Board agent to take the affidavit(s).

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Wednesday, May 29, 2019 2:13 PM  
**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Please also let me know if (b) (6), (b) (7)(C) are also options.

Thanks,  
Daniel

---

**From:** Daniel Rojas  
**Sent:** Wednesday, May 29, 2019 2:11 PM  
**To:** 'Pereda, Elvira'  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Does this mean you can make yourself available (b) (6), (b) (7)(C) if necessary?

Thanks,  
Daniel

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Wednesday, May 29, 2019 1:29 PM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Daniel,

I just spoke with management about the additional witnesses. If the Union intends on moving forward with those employees' allegations, the Union has until next Wednesday to make those witnesses available for an affidavit.

If there are no 10(b) issues, the Union can always withdraw those portions of the charge and re-file when those witnesses are ready.



-Elvira

---

**From:** Pereda, Elvira  
**Sent:** Wednesday, May 29, 2019 1:03 PM  
**To:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Great. Thank you and I'll see you tomorrow.

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Wednesday, May 29, 2019 1:00 PM  
**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Elvira, it was a pleasure speaking to you. You'll find the EEOC charge I referenced during our phone conversation attached.

Thanks,  
Daniel

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Wednesday, May 29, 2019 12:24 PM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

213-634-6512.

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Wednesday, May 29, 2019 12:24 PM  
**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Can't find your phone number for some reason. Can you resend?

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Wednesday, May 29, 2019 12:23 PM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

I'm available now.

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Wednesday, May 29, 2019 12:19 PM  
**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Hi Elvira,

Any chance you're free now or later this afternoon to talk about the charge? I think it might be helpful for you to hear the background – should make tomorrow go smoother.

Best,  
Daniel  
626-796-7555 x132

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Wednesday, May 29, 2019 10:23 AM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Yes, see you (b) (6), (b) (7)(C)

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Wednesday, May 29, 2019 10:22 AM  
**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Hi Elvira,

Writing to confirm that we are on for (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C)

Thank you,  
Daniel

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Tuesday, May 28, 2019 2:57 PM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

I prefer (b) (6), (b) (7)(C) starting at (b) (6), (b) (7)(C). Thanks.

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Tuesday, May 28, 2019 2:56 PM  
**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

We are available either (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C) at any time.

Best,  
Daniel

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Tuesday, May 28, 2019 1:19 PM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

(b) (6), (b) I'm available (b) (6), (b) (7)(C) .

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Tuesday, May 28, 2019 12:21 PM  
**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

I haven't heard back about (b) (6), (b) (7)(C) yet, so I don't think that's going to work. What other dates are you or others available for (b) (6), (b) (7)(C) affidavit?

Thanks,  
Daniel

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Tuesday, May 28, 2019 8:34 AM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Daniel,

Let me know if you would like to speak over the phone today. Also, let me know if (b) (6), (b) (7)(C) can come in for an affidavit (b) (6), (b) (7)(C) Thanks.

Elvira

---

**From:** Pereda, Elvira  
**Sent:** Thursday, May 23, 2019 5:37 PM  
**To:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Subject:** Re: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Can (b) (6) come on (b) (6), (b) (7)(C)?

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---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Thursday, May 23, 2019 5:08:33 PM

**To:** Pereda, Elvira

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

BTW, (b) (6), (b) (7) is (b) (6), (b) (7)(C). Not sure if that is clear to you.

---

**From:** Daniel Rojas

**Sent:** Thursday, May 23, 2019 5:06 PM

**To:** 'Pereda, Elvira'

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Yes — (b) (6) is best person to provide background and can definitely make (b) (6), (b) (7)(C) available. (b) (6), (b) (7) just not totally sure about (b) (6), (b) (7)(C) schedule (b) (6), (b) (7)(C).

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]

**Sent:** Thursday, May 23, 2019 4:13 PM

**To:** Daniel Rojas

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Great. At this point, I cannot tell you for sure that I will be able to take (b) (6), (b) (7)(C) affidavit. Is (b) (6) able to come another day?

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>

**Sent:** Thursday, May 23, 2019 4:03 PM

**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Elvira,

Just wanted to confirm (b) (6), (b) (7)(C) is available (b) (6), (b) (7)(C). I am trying to confirm whether (b) (6), (b) (7)(C) will also be able to provide a statement that day. I hope to be in touch with more information about that.

Thanks,  
Daniel

---

**From:** Daniel Rojas

**Sent:** Thursday, May 23, 2019 9:59 AM

**To:** 'Pereda, Elvira'

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Tuesday sounds great. Talk to you then.

Best,  
Daniel

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Thursday, May 23, 2019 9:58 AM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Yes, I did see the emails you've sent Matt. I'm finishing up a brief today and I'm out of the office tomorrow. Tuesday works best for me.

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Thursday, May 23, 2019 9:57 AM  
**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Also, I already sent some stuff to Matt, including a video of (b) (6), (b) (7)(C) at a rally and (b) (6), (b) (7)(C) payroll records. I will provide you with more information soon. We should also try to have a phone call so I can provide you background about the case/campaign.

Any questions, feel free to call: 626-796-7555 x132.

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Thursday, May 23, 2019 9:53 AM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Daniel,

I will be meeting with the Union's witness (b) (6), (b) (7)(C). What time can (b) (6), (b) (7)(C) be at my office? I would prefer that we start around (b) (6), (b) (7)(C) as I do not know how long this affidavit will take, but seems like there is a lot to cover. Thanks.

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Thursday, May 23, 2019 9:40 AM  
**To:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>  
**Cc:** Sollett, Mathew <[Mathew.Sollett@nlrb.gov](mailto:Mathew.Sollett@nlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

(b) (6), (b) (7)(C) is the only day that works for me and that (b) (6), (b) (7)(C) is typically not scheduled to work (b) (6), (b) (7)(C) is still employed at McDonald's). (b) (6), (b) (7)(C) gets (b) (6), (b) (7)(C) schedule (b) (6), (b) (7)(C) I will confirm it works for (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) later today.

If you could let me know that (b) (6), (b) (7)(C) works, please let me know ASAP. Thanks in advance for any and all flexibility you can provide.

Thanks,  
Daniel

---

**From:** Pereda, Elvira [<mailto:Elvira.Pereda@nlrb.gov>]  
**Sent:** Thursday, May 23, 2019 9:13 AM  
**To:** Daniel Rojas  
**Cc:** Sollett, Mathew  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Hi Daniel,

I cannot meet (b) (6), (b) (7)(C) as I already have a witnesses coming in for another case. (b) (6), (b) (7)(C), I'm available (b) (6), (b) (7)(C). If (b) (6), (b) (7)(C) is the only day that works for you and your witnesses, please let me know asap so that I can speak with the Region and try to accommodate your witness.

Thanks,  
Elvira

---

**From:** Sollett, Mathew  
**Sent:** Thursday, May 23, 2019 8:57 AM  
**To:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Cc:** Pereda, Elvira <[Elvira.Pereda@nlrb.gov](mailto:Elvira.Pereda@nlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Hi Daniel,

Unfortunately, the Region has confirmed that there will be no agents available tomorrow to meet with you and (b) (6), (b) (7)(C). I've also learned that the investigation of this case has been transferred to my colleague, Field Attorney Elvira Pereda. I have cc'ed her on this email. Elvira may be available to meet with you (b) (6), (b) (7)(C) as you have proposed.

Thank you very much,

Mathew Sollett, Field Attorney  
National Labor Relations Board, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012  
Phone: 213-634-6522  
Fax: 213-894-2778

*My Pronouns: he/him/his*

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>

**Sent:** Wednesday, May 22, 2019 4:22 PM

**To:** Sollett, Mathew <[Mathew.Sollett@nlrb.gov](mailto:Mathew.Sollett@nlrb.gov)>

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Just remembered: I'm in hearing (b) (6), (b) (7)(C), so that won't work for us. (b) (6), (b) (7)(C) is still on the table though.

Best,  
Daniel

---

**From:** Daniel Rojas

**Sent:** Wednesday, May 22, 2019 3:04 PM

**To:** Sollett, Mathew

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Thanks! My best guess at the moment is that either (b) (6), (b) (7)(C) might work if this (b) (6), (b) (7)(C) does not. Thanks for your flexibility.

---

**From:** Sollett, Mathew [<mailto:Mathew.Sollett@nlrb.gov>]

**Sent:** Wednesday, May 22, 2019 2:52 PM

**To:** Daniel Rojas

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

I've just asked the Region again about agents who may be available on (b) (6), (b) (7)(C). In the worst case, we may an agent available who can interview (b) (6), (b) (7)(C) agent).

I'll get back you on that asap.

Mathew Sollett, Field Attorney  
National Labor Relations Board, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012  
Phone: 213-634-6522  
Fax: 213-894-2778

*My Pronouns: he/him/his*

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**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>

**Sent:** Wednesday, May 22, 2019 2:44 PM

**To:** Sollett, Mathew <[Mathew.Sollett@nlrb.gov](mailto:Mathew.Sollett@nlrb.gov)>

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

(b) (6), (b) (7)(C) usually works (b) (6), (b) (7)(C) and sometimes (b) (6), (b) (7)(C) Is there anything we



can do to accommodate (b) (6), (b) (7)(C) and I have already cleared our schedules and my schedule is a bit up in the air (b) (6), (b) (7)(C). Thanks for any flexibility you can provide. We won't know (b) (6), (b) (7)(C) schedule for next week until (b) (6), (b) (7)(C).

Thanks,  
Daniel

---

**From:** Sollett, Mathew [<mailto:Mathew.Sollett@nrlb.gov>]  
**Sent:** Wednesday, May 22, 2019 2:41 PM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Witness scheduling

Hi Daniel,

Unfortunately, I don't think there will be any Board agents available to take (b) (6), (b) (7)(C) affidavit on (b) (6), (b) (7)(C). That said, the Region is eager to get all of the Union's affidavits scheduled as soon as possible.

When are your witnesses available (b) (6), (b) (7)(C) starting on (b) (6), (b) (7)(C)?

While I know we initially agreed to complete (b) (6), (b) (7)(C) affidavit first, the Region has instructed me to complete the affidavits as soon as possible, so let's schedule them as they are available and disregard the order.

Thanks,

Mathew Sollett, Field Attorney  
National Labor Relations Board, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012  
Phone: 213-634-6522  
Fax: 213-894-2778

*My Pronouns: he/him/his*

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**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Wednesday, May 15, 2019 4:15 PM  
**To:** Sollett, Mathew <[Mathew.Sollett@nrlb.gov](mailto:Mathew.Sollett@nrlb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Charged Party representatives

Thank you.

---

**From:** Sollett, Mathew [<mailto:Mathew.Sollett@nrlb.gov>]  
**Sent:** Wednesday, May 15, 2019 4:00 PM

**To:** Daniel Rojas

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Charged Party representatives

Daniel,

As we discussed over the telephone, below is the contact information for the Charged Party's counsel.

Jonathan M. Linas Esq., PARTNER  
Jones Day  
77 West Wacker Drive Suite 3500  
Chicago, IL 60601-1701  
Phone: (312) 782-8585  
Mobile: (312) 269-4245  
Fax: (312) 782-8585  
Email: [jlinas@jonesday.com](mailto:jlinas@jonesday.com)

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Justin D. Martin, Esquire  
Jones Day  
250 Vesey Street  
New York, NY 10281-1062  
Phone: (212) 326-3404  
Mobile: (612) 325-2346  
Fax: (212) 755-7306  
Email: [jmartin@jonesday.com](mailto:jmartin@jonesday.com)

Mathew Sollett, Field Attorney  
National Labor Relations Board, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012  
Phone: 213-634-6522  
Fax: 213-894-2778

*My Pronouns: he/him/his*

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>

**Sent:** Wednesday, May 15, 2019 11:55 AM

**To:** Sollett, Mathew <[Mathew.Sollett@nlrb.gov](mailto:Mathew.Sollett@nlrb.gov)>

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

Also, I forgot to mention: we are thinking right now that (b) (6), (b) (7)(C) may make more sense for (b) (6), (b) (7)(C) affidavit. At the moment, there is more certainty about (b) (6), (b) (7)(C) availability on that date and I have learned that (b) (6), (b) (7)(C) is participating in a strike on Thursday. Are you available on that day? Thanks for any flexibility you can provide.

Best,

Daniel

---

**From:** Sollett, Mathew [<mailto:Mathew.Sollett@nlrb.gov>]  
**Sent:** Wednesday, May 15, 2019 11:39 AM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

Yes!

Mathew Sollett, Field Attorney  
National Labor Relations Board, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012  
Phone: 213-634-6522  
Fax: 213-894-2778

*My Pronouns: he/him/his*

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**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Wednesday, May 15, 2019 11:37 AM  
**To:** Sollett, Mathew <[Mathew.Sollett@nlrb.gov](mailto:Mathew.Sollett@nlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

Does 3PM work?

---

**From:** Sollett, Mathew [<mailto:Mathew.Sollett@nlrb.gov>]  
**Sent:** Wednesday, May 15, 2019 11:22 AM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

Thanks for this info and your voicemail. Do you have any time free this afternoon to talk?

Mathew Sollett, Field Attorney  
National Labor Relations Board, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012  
Phone: 213-634-6522  
Fax: 213-894-2778

*My Pronouns: he/him/his*

---

**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Tuesday, May 14, 2019 5:42 PM  
**To:** Sollett, Mathew <[Mathew.Sollett@nlrb.gov](mailto:Mathew.Sollett@nlrb.gov)>  
**Cc:** (b) (6), (b) (7)(C) <[@thefightfor15.org](mailto:@thefightfor15.org)>; Dorothy Martinez

<[dmartinez@RSGLABOR.COM](mailto:dmartinez@RSGLABOR.COM)>

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

Matthew,

You will find attached (b) (6), (b) (7)(C) recent pay stubs. As you'll notice, (b) (6), (b) (7)(C) went from being assigned about (b) (6), (b) (7)(C) after (b) (6), (b) (7)(C) began engaging in union and concerted activities about (b) (6), (b) (7)(C) 2019. (b) (6), (b) (7)(C) hours were decreased to (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) but the paystubs show that (b) (6), (b) (7)(C) hours have been decreased, by more than that. (b) (6), (b) (7)(C) will testify that the employer has refused to provide (b) (6), (b) (7)(C) any explanation for why they have decreased (b) (6), (b) (7)(C) hours more than (b) (6), (b) (7)(C) has requested.

You will also find below a video of (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) at a rally/strike that took place on March 8, 2019 – International Women's Day. During the speech, the worker, a McDonald's employee, discusses (b) (6), (b) (7)(C) working conditions. The rally appeared on local LA channels 5, 7, and 52.

(b) (6), (b) (7)(C) is (b) (6), (b) (7)(C)

(b) (7)(E)

The Union first reached out to the employees referenced in the charge, including (b) (6), (b) (7)(C) on the following dates:

(b) (6), (b) (7)(C)/19

(b) (6), (b) (7)(C)/17 and then again on (b) (6), (b) (7)(C)/19

(b) (6), (b) (7)(C)/18

(b) (6), (b) (7)(C)/19

I will be providing you more evidence/information in the next few days. If you have any questions, please do not hesitate to contact me. My suggestion: let's schedule a time within the next few days to discuss the case during which I can provide you a broad overview of the relevant facts/theories of the case.

Thanks,  
Daniel

---

**From:** Sollett, Mathew [<mailto:Mathew.Sollett@nrlb.gov>]

**Sent:** Tuesday, May 14, 2019 2:50 PM

**To:** Daniel Rojas

**Cc:** (b) (6), (b) (7)(C)

**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

I realize it may be difficult to coordinate the witnesses' schedules, but the Region has to conduct a timely investigation.

The Union must present all of its witnesses for affidavits by no later than Friday, May 31, 2019.

Thank you for your cooperation,

Mathew Sollett, Field Attorney  
National Labor Relations Board, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012  
Phone: 213-634-6522  
Fax: 213-894-2778

*My Pronouns: he/him/his*

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**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Tuesday, May 14, 2019 10:23 AM  
**To:** Sollett, Mathew <[Mathew.Sollett@nlrb.gov](mailto:Mathew.Sollett@nlrb.gov)>  
**Cc:** (b) (6), (b) (7)(C) <[@thefightfor15.org](mailto:@thefightfor15.org)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

I agree (b) (6), (b) (7)(C) would be best. We won't be able to confirm until (b) (6), (b) (7)(C) which is when (b) (6), (C) receives (b) (6), (C) weekly work schedule.

As for other witnesses, I hope to present them the week of (b) (6), (C)

---

**From:** Sollett, Mathew [<mailto:Mathew.Sollett@nlrb.gov>]  
**Sent:** Tuesday, May 14, 2019 9:23 AM  
**To:** Daniel Rojas  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

Hi Daniel,

Yes, I am available on (b) (6), (b) (7)(C) to meet with (b) (6), (b) (7)(C). Since it is hard to tell exactly how long the affidavit will take, I would like to begin the interview in the (b) (6), (b) (7)(C) that day – starting at (b) (6), (b) (7)(C) if that is possible. Please let me know as soon as you can confirm (b) (6), (C) availability on that day and time.

When do you propose to present your other witnesses?

Also, please note my requests below for a position statement outlining the Union's legal and factual allegations as well as outlines of the witnesses' expected testimony.

Thank you,

Mathew Sollett, Field Attorney

National Labor Relations Board, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012  
Phone: 213-634-6522  
Fax: 213-894-2778

*My Pronouns: he/him/his*

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**From:** Daniel Rojas <[drojas@rsglabor.com](mailto:drojas@rsglabor.com)>  
**Sent:** Monday, May 13, 2019 5:13 PM  
**To:** Sollett, Mathew <[Mathew.Sollett@nrlrb.gov](mailto:Mathew.Sollett@nrlrb.gov)>  
**Subject:** RE: NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

Matthew,

Can we start by scheduling (b) (6), (b) (7)(C) affidavit? (b) (6), (b) (7)(C) schedule varies from week to week, and (b) (6), (b) (7)(C) will be able to confirm (b) (6), (b) (7)(C) (the day (b) (6), (b) (7)(C) gets (b) (6), (b) (7)(C) schedule), but we are currently thinking that the best day for (b) (6), (b) (7)(C) to testify would be (b) (6), (b) (7)(C), 2019. Are you available on that date?

Thank you,  
Daniel

---

**From:** Sollett, Mathew [<mailto:Mathew.Sollett@nrlrb.gov>]  
**Sent:** Thursday, May 09, 2019 4:10 PM  
**To:** Daniel Rojas  
**Subject:** NLRB Case 21-CA-241094 (McDonald's): Presentation of Union's Evidence

Hello Mr. Riojas,

I am the Board Agent assigned to investigate the charge you recently filed against McDonald's Restaurant; McDonald's Restaurants of California, Inc.; and McDonald's Corporation.

In order to assist me in the investigation, I request several pieces of information from you:

- Please submit contact information, including telephone numbers, for the four alleged discriminatees identified in the charge – (b) (6), (b) (7)(C) (b) (6), (b) (7)(C). Please also identify and provide contact information for any additional witnesses you intend to present for affidavits. Along with each witnesses' contact information, please provide me a brief outline of their expected testimony. Please submit this information to me by 5:00pm on May 13, 2019.
- Please submit a position statement, which cites to controlling Board law, outlining the Union's legal and factual allegations. If you allege the Charged Parties employ the employees in question as joint employers, please address that allegation in your

position statement. Please submit this position statement to me by 5:00pm on May 15, 2019.

Please let me know if you have any questions about these requests.

Thank you very much,

Mathew Sollett, Field Attorney  
National Labor Relations Board, Region 21  
312 N. Spring Street, 10th Floor  
Los Angeles, CA 90012  
Phone: 213-634-6522  
Fax: 213-894-2778

*My Pronouns: he/him/his*



**From:** [Estudillo, Mara](#)  
**To:** [Benjamin, Francisca](#)  
**Cc:** [Carretero, Aide](#)  
**Subject:** FW: 21-CA-241094 McDonald's Restaurants (Withdrawal Request)  
**Date:** Wednesday, June 5, 2019 5:02:47 PM  
**Attachments:** [image001.png](#)

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Please process for signature

Thank you,

-



**Mara Estudillo**  
**Administrative Officer**  
**National Labor Relations Board**  
**Region 21**  
**US Court House, Spring Street**  
**312 N Spring Street**  
**10<sup>th</sup> Floor, Suite 1050**  
**Los Angeles, CA 90012**  
☎ (213) 634-6504 📠 (213) 894-2778  
✉ [mara.estudillo@nlrb.gov](mailto:mara.estudillo@nlrb.gov)

---

**From:** Cowen, William B.  
**Sent:** Wednesday, June 5, 2019 2:02 PM  
**To:** Pate, William <[William.Pate@nlrb.gov](mailto:William.Pate@nlrb.gov)>  
**Cc:** Cahn, Stephanie <[Stephanie.Cahn@nlrb.gov](mailto:Stephanie.Cahn@nlrb.gov)>; Estudillo, Mara <[Mara.Estudillo@nlrb.gov](mailto:Mara.Estudillo@nlrb.gov)>; Carretero, Aide <[Aide.Carretero@nlrb.gov](mailto:Aide.Carretero@nlrb.gov)>  
**Subject:** RE: 21-CA-241094 McDonald's Restaurants (Withdrawal Request)

I approve this withdrawal request, as recommended.

William B. Cowen  
Regional Director  
Region 21 | National Labor Relations Board  
312 North Spring Street, 10<sup>th</sup> Floor  
Los Angeles, CA 90012  
213.634.6417 office  
202.520.4933 cell  
213.894.2778 fax

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**From:** Pate, William  
**Sent:** Wednesday, June 5, 2019 1:48 PM  
**To:** Cowen, William B. <[William.Cowen@nlrb.gov](mailto:William.Cowen@nlrb.gov)>  
**Cc:** Cahn, Stephanie <[Stephanie.Cahn@nlrb.gov](mailto:Stephanie.Cahn@nlrb.gov)>; Estudillo, Mara <[Mara.Estudillo@nlrb.gov](mailto:Mara.Estudillo@nlrb.gov)>; Carretero, Aide <[Aide.Carretero@nlrb.gov](mailto:Aide.Carretero@nlrb.gov)>  
**Subject:** FW: 21-CA-241094 McDonald's Restaurants (Withdrawal Request)

I recommend (b) (5) [REDACTED].

---

**From:** Cahn, Stephanie  
**Sent:** Wednesday, June 5, 2019 1:26 PM  
**To:** Pate, William <[William.Pate@nrlb.gov](mailto:William.Pate@nrlb.gov)>  
**Subject:** FW: 21-CA-241094 McDonald's Restaurants (Withdrawal Request)

I recommend (b) (5) in McDonald's 21-CA-241094.

---

**From:** Pereda, Elvira  
**Sent:** Wednesday, June 5, 2019 1:18 PM  
**To:** Cahn, Stephanie <[Stephanie.Cahn@nrlb.gov](mailto:Stephanie.Cahn@nrlb.gov)>  
**Subject:** 21-CA-241094 McDonald's Restaurants (Withdrawal Request)

Stephanie,

The Charging Party/Union filed the above charge, alleging that McDonald's (the Employer) violated the Act by threatening employees, surveilling employees' union activities, retaliating against employees for engaging in union activities, among other things.

(b) (5)

All relevant documents have been uploaded to NxGen and the Participants' list is up to date.

Let me know if you have any questions.

Thanks,

Elvira T. Pereda  
Field Attorney  
NLRB, Region 21  
312 N. Spring Street, 10th Fl.  
Los Angeles, CA 90012  
Tel: (213) 634-6512 (Direct Line)  
Fax: (213) 894-2778

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**From:** [FSM-Los Angeles-21](#)  
**To:** <mailto:jmartin@jonesday.com>; <mailto:jlinas@jonesday.com>; <mailto:drojas@rsglabor.com>  
**Cc:** [Pereda, Elvira](#); [Estudillo, Mara](#)  
**Subject:** ELECTRONIC SERVICE OF LETTER WITHDRAWING CHARGE – DO NOT REPLY TO THIS EMAIL  
**Date:** Wednesday, June 5, 2019 5:47:47 PM  
**Attachments:** [WDL.21-CA-241094.McDonald's Restaurant..pdf](#)

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**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**SERVICE OF LETTER WITHDRAWING CHARGE**

**Case Name: McDonald's Restaurants of California, Inc. and McDonald's Corporation**  
**Case Number: 21-CA-241094**

In accordance with the National Labor Relations Board Rules and Regulations, as amended, you are hereby served with a copy of the Letter Withdrawing the Charge in this matter. You can view the letter by clicking the attached pdf file. You may wish to print or save the letter and this email for your records. You will not receive a copy of this document by U.S. mail.

**Please do not reply to this email. If you have questions regarding this correspondence, please refer to the contact information contained in the attached pdf file.**



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 21  
US Court House, Spring Street  
312 N Spring Street, 10th Floor  
Los Angeles, CA 90012

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (213)894-5200  
Fax: (213)894-2778

June 5, 2019

(b) (6), (b) (7)(C)  
McDonald's Restaurant  
950 W. Floral Dr.  
Monterey Park, CA 91754

Justin D. Martin, Attorney at Law  
Jones Day  
[jmartin@jonesday.com](mailto:jmartin@jonesday.com)

Jonathan M. Linas Attorney at Law  
Jones Day  
[jlinas@jonesday.com](mailto:jlinas@jonesday.com)

Re: McDonald's Restaurants of California, Inc.  
and McDonald's Corporation  
Case 21-CA-241094

Dear (b) (6), (b) (7)(C) Mr. Martin and Mr. Linas:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in blue ink, appearing to read "William B. Cowen", is located below the "Very truly yours," text.

William B. Cowen  
Regional Director

cc: Daniel B. Rojas, Attorney at Law  
Rothner, Segall and Greenstone  
[drojas@rsglabor.com](mailto:drojas@rsglabor.com)

SEIU National Fast Food Workers Union (NFFWU)  
1800 Massachusetts Ave NW  
Washington, DC 20036

cc: (Cont'd see next page)

(b) (6), (b) (7)(C)

McDonald's Restaurants of California, Inc.  
711 Jorie Boulevard  
Oak Brook, IL 60523

McDonald's Corporation  
One McDonald's Plaza  
Oak Brook, IL 60523

WBC/fb

Case Name: McDonald's Restaurants of California, Inc. and McDonald's Corporation  
Case No.: 21-CA-241094  
Agent: [AGENT NAME AND TITLE]

## CASEHANDLING LOG

[illegible]